

CIVIL SERVICE IS A MAJOR BRIDGE BETWEEN GOVERNMENT AND THE PUBLIC

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ABSTRACT

In the global perspectives of the world, every country requires that its affairs have to be administered in perfect terms. A government official is involved in public administration by selection or employment. A bureaucrat or civil servant is a member of bureaucracy. The Civil Service executes government decisions and therefore plays a vital part in the government. It is split into a number of departments attached to a government department. While the civil servant works for the department, he/she is in, there are a number of legally enforceable restrictions placed on all civil servants. If the policy is success, the minister takes the credit, if the policy is failure, the minister takes the opportunity to protect himself and blame the officer concerned who executes it. In particular, Civil is the term which means people. Each and every Civil servant must have conscience. They have to be ready to work for people physically and as well as mentally. Therefore, Civil service means to serve people as a reputed officer. The civil service system has to be there for accountability and answerable to the political system. India needs an effective civil service system. The relationship between the politicians and the civil servants should be improved. It is therefore, compared with olden period of Civil Services, existing pattern is highly effective and worthy one because the present pattern has two strong dimensions. 1. Selection of candidates; 2. Training to selectees. It is therefore, both are functioning in India effectively at present.

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INTRODUCTION

In the global perspectives of the world, every country requires that its affairs have to be administered in perfect terms. The public administration is centrally concerned with the organization of government policies and programs as well as the behavior of officials formally responsible for their conduct. The officials participate in the doing and making of the 'living' democracy. A living democracy is an environment that is changing, organic imperfect, inconsistent and teaming with values. Stewardship is emphasized because public administration is concerned with accountability and effective use of scarce resources and ultimately making the connection between the doing, the making and democratic values.

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Regarding officials, an official is someone who holds an office (function or mandate) in an organization or government and participate in the exercise of authority.

A government official or functionary is involved in public administration or government through either election, selection or employment. A bureaucrat or civil servant is a member of bureaucracy.

BUREAUCRATIC OFFICIALS

Max Weber (1947) provides the following salient features of bureaucratic officials:

- i) He is personally free and appointed to his position on the basis of conduct
- ii) He exercises the authority delegated to him in accordance with impersonal rules, and his loyalty is enlisted on behalf of faithful execution of his official duties.
- iii) His appointment and job placement are dependent upon his technical qualifications.
- iv) His administrative work is a full-time occupation.
- v) The work is rewarded by regular salary and prospects of advancement in a lifetime career.

Thus, the officials constitute the very essence of civil services and those services are organized to carry out various government machineries to fulfil the expectations of a democratic state.

CIVIL SERVICE – MEANING

The term ‘civil service’ refers to a branch of government service in which individuals are employed on the basis of professional merit as proven by competitive examinations. Thus, it is a body of government employees entrusted with the administration of the country and mandated to carry out the policy of the government of the day.

The civil services has three major functions

- i) It advises the government on policies
- ii) It helps prepare and draft new legislation and
- iii) It helps the government to run the country according to the legislation passed by the government.

The Civil Service executes government decisions and therefore plays a vital part in the government. It is split into a number of departments attached to a government department. A Cabinet minister heads one of these departments and those civil servants within that department are meant to work for that minister in carrying out government policy. Civil servants are not elected; they apply for a post in the Civil Service and any promotion within the Civil Service is dependent on decisions made within the Civil Service itself - not by the electorate. Appointments to these posts are based on very specific ability as opposed to background and gender. However, there are those critics who feel that not enough has been done to bring a gender balance - let alone an ethnic minority balance - to the senior positions within the Civil Service.

The next layer down is the permanent career officials who work within a government department and carry out government policies. As with all civil servants, these people are meant to be neutral in a professional sense. They might have their own political views, but these must not be allowed to interfere or jeopardize their work. This layer of civil servant

will be very knowledgeable about issues such as costs, technical problems involved in some aspects of proposed government policy etc. Such expertise is called upon and ministers might legitimately ask such people to make an input even if they are non-elected persons. If a civil servant does give an input to a government decision regarding policy, he/she remains anonymous. While the civil servant works for the department (and therefore the government) he/she is in, there are a number of legally enforceable restrictions placed on all civil servants. If the policy is success, the minister takes the credit, if the policy is failure, the minister takes the opportunity to protect himself and blame the officer concerned who executes it.

In particular, Civil is the term which means people, The name 'Civil service' was coined referring to service to the people. Initially, there was only one discipline namely 'Civil', after that, other branches began to come out as a result of faster development in it. Each and every Civil servant must have conscience. They have to be ready to work for people physically and as well as mentally. Therefore, Civil service means to serve people as a reputed officer.

ORGANIZATION OF PRESENT CIVIL SERVICES IN INDIA

The Indian Constitution has a unique structure embodied in Article 312 which permits Parliament to make laws for the creation of All India Services. The Indian, Administrative Service and the Indian Police Service which predate and Constitution would be deemed to be created under Article 312 of Indian Constitution. The Indian Forest Service was later constituted. The All India Services are covered by the All India Services Act, 1951, and rules have been framed under the Act, including the Cadre Rules, the Conduct Rules and Discipline and Appeal Rules.

Under the Cadre Rules, posts in the central and state governments in the two initially constituted All India Services, the Indian Administrative Service and the Indian Police Service and the subsequently created Indian Forest Service and prescribed and against these posts only an IAS, IPS or IFS officer can be appointed. The officers are assigned to a state cadre and normally serve under the state governments, but they are liable to transfer either for service under the union government or under certain circumstances, on deputation to other state governments, to internal bodies or even to private undertakings.

The primary reason for providing for an All India Service in a Federal Constitution, apart from the need to have certainty in the administrative set-up in India after Independence, was Sardar Vallabhbhai Patel's (then the Home Minister of the Government of India) clear understanding that India had major fissiparous tendencies which needed into the Constitution's centripetal features which would hold the country together (Buch, 2013). The recruitments to the Indian civil service, in particular of the IAS and the central services, are made by the Union Public Service Commission, New Delhi. Once the selection is over, the candidates would be engaged with proper internship training, in various ways about, how to behave with others, how to obey the superiors, how to move with public because the candidates have to serve for people and community. The main aspect, how to discharge their duties to the fullest satisfaction of public or upto the level best depends

upon the circumstances warranted. Here, the term “Circumstances” refers not by means of political pressure but it is in the sense of pressure of “Conscience”.

The post-Independence Indian civil service system has turned out to be different from what it used to be in British-India, where an Indian civil service officer used to be a member of the Council of Administrators. The Governor General used to head the Council. The Indian civil service officer, besides acting as a minister, had also to take the responsibility of implementing the policy. In post Independent India, this privilege of the civil servant was taken away. The scope of the functioning of the civil service was limited only to implementation of the policy as conveyed by the politicians. Thus, the civil servants, both at the central and at the provincial levels, are charged with the responsibility of faithful execution of political program. They have to pledge their sincerity not to a particular political party but to the political regime in power at any point of time. The political and administrative systems have to work together to achieve the socio-economic goals. M.V. Kamath, a member of the Constituent Assembly, observed that the political ambition of the country could not be achieved without support from the Indian civil service, and hence continuation of the British legacy of the Indian civil service was necessary in independent India. The Indian civil service system is well-organised and considerably independent. The civil servants are not expected to participate in political activity, especially elections. They are not expected to take up a job for a period of two years immediately following their retirement. Permission from the government is required for taking up assignments in India or abroad. The impact of the civil servants on policy making depends on the expertise of the civil servants in a particular area, and in that area the mind of the minister and his approach to conduct the work of the ministry. The fact of the matter is that civil servants are in a privileged position of having access to all possible information necessary for evolving a policy. They also have at their disposal the manpower support. Public opinion acts as a mirror about the effectiveness or otherwise of the civil service system in any society.

RELATIONSHIP BETWEEN POLITICIANS AND CIVIL SERVANTS

The relationship between the politicians and civil servants has undergone a great change. A resolution passed by the Council of Ministers was not implemented by the Secretary of the Home Ministry on the ground that he had opinion of difference during the early years of Independence, and the Minister hailed the right of the civil servant to have his own opinion on such matters and went to the extent of withdrawing the proposal. Today not many civil servants would air their disagreement to the minister. The poor opinion of the civil service held by the Indian masses thrives on the fact that the nation has failed to give a decent life to its people. This is reinforced by the fact that the educated masses of India prefer to go abroad and settle down. India is a democratic society. The civil service system has to be there for accountability and answerable to the political system.

Today, India is a country of over 880 million people. The standards of living enjoyed by the masses are significantly lower as compared to many countries in Asia and elsewhere on the globe. Unquestionably, the country faces a daunting task of lifting itself above the barriers to its growth and assuring its people a quality of life of which they could be proud. The country also has to free itself of its past where it used to only look inwards. The main

challenge before it is to integrate itself with the rest of the world and achieve the global benchmarks of the levels of efficiency. The revamping of the Indian civil service system has become a must to yield the desired goals for the socio-economic development of India. India needs an effective civil service system. The relationship between the politicians and the civil servants should be improved. The politicians should act as the bosses and the civil servants should translate the vision of the government into action, but while doing so, they should insulate themselves from personal influence of one or more politicians, or one or more political parties. They should aim at winning the trust and confidence of the people through constitutional means.

PRESENT CIVIL SERVICES COMPARED WITH OLDEN PERIOD

It is therefore, compared with olden period of Civil Services, existing pattern is highly effective and worthy one because the present pattern has two strong dimensions.

1. Selection of intelligent and intellectual personnel as an IAS Officer, through the highly competitive and toughest examination conducted by the autonomous body – Union Public Services Commission, New Delhi.
2. After selection, the selectees will be given internship training not only on basic methodology but also which would be covered technology in plenty of ways. The scarce training would be conducted by the world class institution, which is popularly known as Lal Bahadur Shastri National Academy of Administration, Mussoorie, Uttarakhand State.

Accordingly, the Indian civil service system is one of the oldest civil service systems in the world. It had its origin in the Mauryan period during ancient India. Kautilya's Arthashastra lays down the principles of selection and promotion of the civil servants, the conditions of loyalty for appointment to the civil service, the methods of their performance evaluation, and the code of conduct to be followed by them. In Medieval India, the Moghals set up their own civil service systems which centred around the management of land revenue, administration of government factories, and establishment of the welfare state. The East India Company, which ruled India for about 150 years, did not set up a civil service as its mandate was limited to commercial exploitation. However, as the Britishers had a long-term interest to stay in India, they consolidated their power and laid down the foundation for a unified India. This required the setting up of a strong civil service. They enacted a Civil Service Act and included the civil servants on the Council of Administrators, which resulted in the accrual of both political and administrative powers to the civil servants in India. The Britishers constituted the Indian civil service. Initially the membership of the service was confined only to the Britishers, but over a period of time, the membership was thrown open even to the Indians. Upto 1935, the Britishers dominated the Indian civil service in terms of numbers. However, the introduction of interim rule in 1935 led to a significant change of the domination of the Indians in the civil service. In 1947, free-India inherited the Indian civil service. After prolonged consideration, its Constituent Assembly decided to continue to run the Indian administration with the help of the Indian civil service. After Independence, the central government controlled the All-India services, namely, the Indian Administrative Service, the Indian Foreign Service, and the Indian Police Service, and the central services which were classified as Group A, B, C, and D

services. The selections to the All-India services and Group A and B services are made by the Union Public Service Commission. The Indian civil service system is rank-based and does not follow the tenets of the position-based civil services.

CONCLUSION

To sum up the above discussion, it is clear that in ancient India, the civil servants acted as personal servants of the rulers; in the Medieval Age, they became state servants as they were in the state employment, and in British-India the civil servants acquired the complexion of public servants. During this period, the civil service also became a protected service, as in 1861 the first Indian Civil Service Act was passed which gave many privileges to the then civil servants, including their recruitment, training, regular appointment, promotion, demotion, payment of salaries, pension and termination etc. The ethos of the civil service in Independent-India changed from welfare-orientation in the late 1940s to development-orientation between the 1960s and 1980s, and finally to the facilitator's role in the 1990s, as dictated by the environmental challenges, collective choice mechanisms reflected in the manifestos issued by the various political parties during general elections and the challenge of meeting the democratic needs of the teeming millions.

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